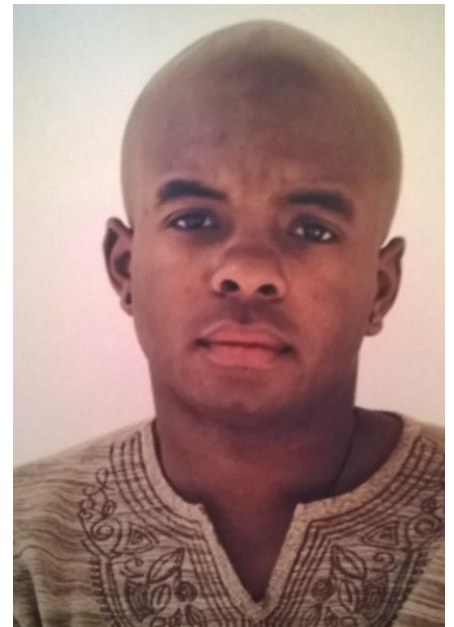


## ***Guide to the Faces of Maine***



Facilitated Discussion  
Conducted by  
Maine CDC Division of Population Health  
Disparities Workgroup



**Purpose:**

This experience is about hearing different people's personal stories and their struggles with stereotypes and other barriers and bias in their life. It is designed to make the participants think about people who come from various backgrounds and cultures different from their own. It is designed to share the hardships, stories, and struggles people of minority populations in Maine experience. The interactive activity will get people to identify common themes. The questions below make participants think and talk about issues that are potentially sensitive or even controversial.

**As facilitator it is important participants know the following rules:**

1. Every opinion is valid
2. Everyone has a right to think and say what they feel without fear of retaliation or offense
3. What is said in this discussion stays in this discussion
4. Participants are asked to think deeply and respond honestly and openly
5. If at any time participants feel uncomfortable, press the **PAUSE** button and refocus

**How to conduct the discussion:**

- Ask for volunteers to serve as readers
  - NOTE: There are 6 cards. The facilitator can use as many or as few as they deem appropriate. It is recommended to discuss at least 3.
- Randomly assign cards
  - NOTE: If there is a French speaking volunteer they may do well to take Yvonne.
- One at a time ask for the reader to read the poster aloud and show the other participants
  - NOTE: As facilitator it is recommended to read the cards alphabetically starting with Awralla and ending with Yvonne. This will avoid unintentional gender/racial hierarchy.
- After the first card is read refer to the questions and prompts in this guide to begin the conversation
- Discuss each card individually
- When the discussion seems to be ending move to the next reader
- Continue alternating reading and discussing until the desired number of cards are read or as time allows
- Evaluate the experience using the form found in this guide (optional)

*GUIDED QUESTIONS/PROMPTS WITH EXAMPLES OF COMMON ANSWERS*

Awralla:

- 1) What are the biases/barriers/challenges Awralla experienced?  
Common answers might include:
  - Stereotyping
  - Racial/ethnic discrimination
  - Bullying/physical violence
  - Language issues
- 2) In our current culture do you think being 25 with 4 children is more or less acceptable?
- 3) She says the racial climate in Lewiston seems right on the surface. Do you agree?
- 4) Why do you think the other boy was allowed to go back to class?
- 5) Do you think Awralla is helping or not helping her daughter by not teaching her the Somali language?

Gloria:

- 1) What are the biases/barriers/challenges Gloria experienced?  
Common answers might include:
  - Retaliation
  - Stereotyping
  - Sexism/sexist
  - Preconceived notions
  - Language issues
- 2) In our current culture do you think racial slurs have become more or less acceptable vs. sexual slurs?
- 3) Why do you think her performance evaluations dropped?
- 4) Why do people think speaking loudly and slowly will help someone understand a language?
- 5) Do you think companies focus too much on sexual harassment training and not enough on diversity training?

Pedro:

- 1) What are the biases/barriers/challenges Pedro experienced?  
Common answers might include:
  - Stereotyping
  - Racial discrimination
  - Harassment
  - Bullying
- 2) In our current culture are we more or less likely to think the worst about minority persons?
- 3) Given his experience at work, why do you think Pedro says Maine people are enlightened and tolerant?
- 4) Do you agree that Maine people have limited experience with people of color and rely on stereotypes?
- 5) Pedro is the only person who ends his statement with a question. What answer do you think he is looking for when he says "Now what?"

Steven:

- 1) What are the biases/barriers/challenges Steven experienced?

Common answers might include:

Racism  
Low education/difficultly learning math  
Lack of experience  
Physical violence  
Bullying

- 2) In our current culture is an organization that has no black employees a 'racist' organization?
- 3) What ways can you relate to Steven's story?
- 4) What way can you not relate to his story?
- 5) Do you think his comparison between Maine today and South 40 years ago is a fair comparison?

Sylvia:

- 1) What are the biases/barriers/challenges Sylvia experienced?

Common answers might include:

Stereotyping  
Cultural insensitivity  
Addiction

- 2) In our current culture why is there such a focus on sports team with Native American mascots?
- 3) Why do you think people ask what percent Indian she is?
- 4) How do you think the name change affected the student body?
- 5) Do you think the doctor was within his rights to order a urine sample before prescribing the medication?

Yvonne:

- 1) What are the biases/barriers/challenges Yvonne experienced?

Common answers might include:

Bullying  
Teasing  
Cultural insensitivity  
Language issues

- 2) In our current culture has it become more or less acceptable to speak more than one language?
- 3) How do you think not teaching her kids to speak French impacted their lives?
- 4) Do you agree or disagree with the saying "who loses her language loses her faith?"
- 5) What do you think the author means when she says "I have been shamed to white?"

*EVALUATION: THE FACES OF MAINE, GUIDED DISCUSSION*

Please circle

- |   |   |   |            |
|---|---|---|------------|
| 1. I liked the interactive discussion   | Y | N | Don't know |
| 2. I was able to deeply reflect on the bias/barriers/challenges others experience | Y | N | Don't know |
| 3. I felt like I was safe to speak my mind and share my thought/opinions          | Y | N | Don't know |
| 4. I understand better some of the bias/barriers/challenges others experience     | Y | N | Don't know |
| 5. This was a good use of my time   | Y | N | Don't know |
| 6. I would recommend everyone in DPH has the "Faces of Maine" experience          | Y | N | Don't know |

Other comments/thoughts: